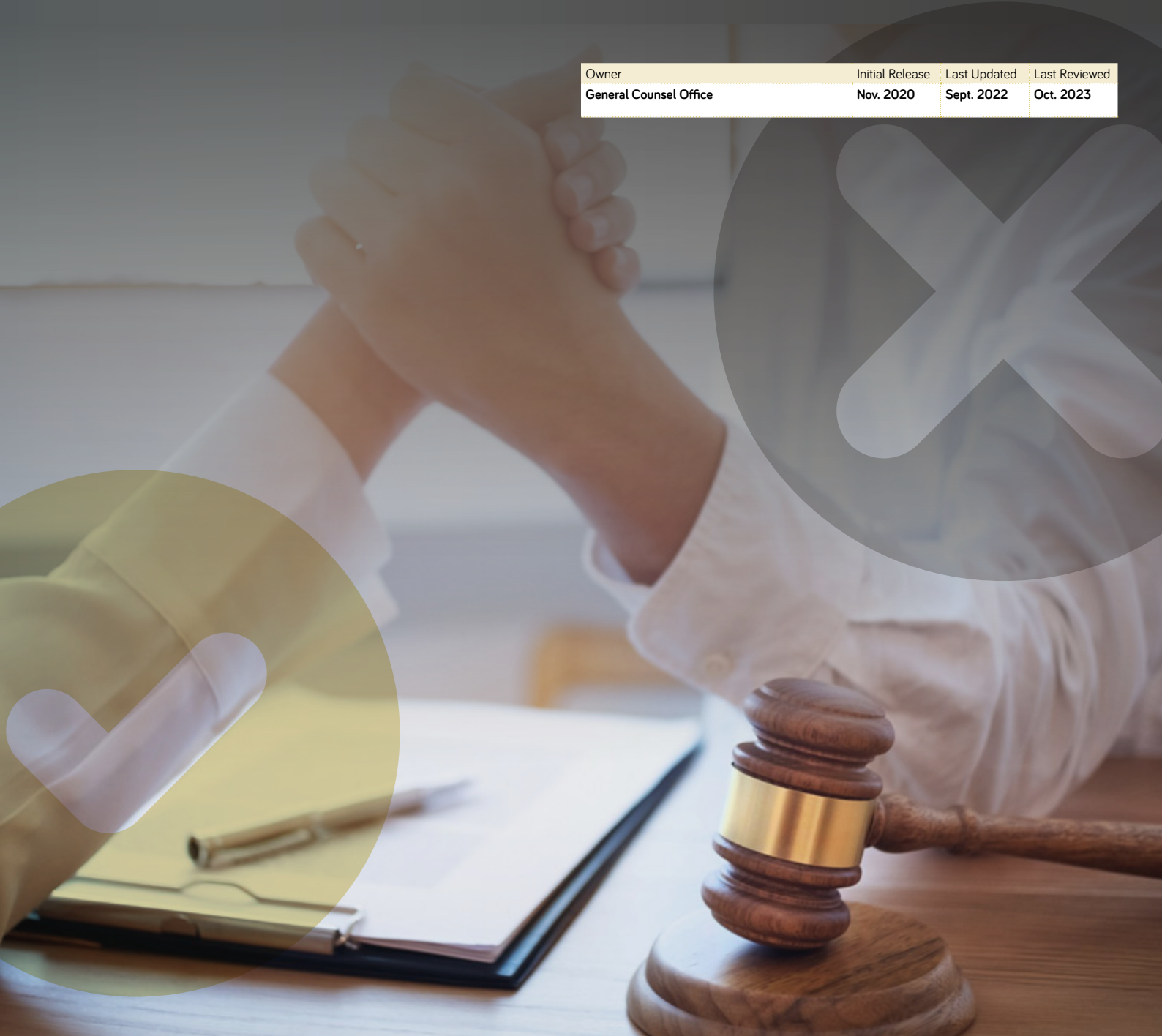
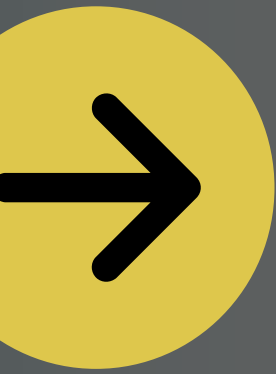


Competition Law

Owner	Initial Release	Last Updated	Last Reviewed
General Counsel Office	Nov. 2020	Sept. 2022	Oct. 2023





Competition Law

At Travis Perkins, how we work is as important as what we do. Our Group Values underpin the way we work to deliver outstanding service for our customers. That's why we expect colleagues to do the right thing. This means we have a zero tolerance policy on antitrust matters.

→ Executive Summary

What does this policy address?

This policy defines the steps we need to take to ensure compliance with antitrust and competition laws. This is not only in order to meet the legislative requirements but also our moral obligations to our customers, suppliers, employees and wider society in line with our Group Values.

Who does this policy apply to?

The policy is applicable across all Group businesses and covers employees and all others working on our behalf (including, but not limited to, company directors, agents and temporary workers) globally.

Doing the Right Thing

- We will behave fairly in the markets in which we operate.
- We will not engage in anti-competitive behaviour.

→ This policy will be reviewed annually and we will continue to communicate our performance with our stakeholders.

Nick Roberts, Group Chief Executive Officer

What this means for you

✓ DO

- **Do** report any contact from the CMA (Competition and Markets Authority) or EC (European Commission) and any potential or actual violations of competition law to your line manager and Group Legal.

Speak Up! Hotline 0800 890 011
then key in 833 331 1347

✗ DON'T

- **Do not** engage in anti-competitive activities (whether formally documented or verbal in nature) such as Price Fixing or Bid Rigging.
- **Do not** share or receive commercially sensitive information with our competitors. This includes when we meet at trade association meetings, industry forums, social events etc.
- **Do not** impose anti-competitive restrictions on our customers such as imposing a minimum resale price for our products, prohibiting them from engaging with our competitors or imposing other restrictions aimed at limiting the resale of the Group's products to particular buyers or territories.
- **Do not** put pressure on suppliers to stop supplying our competitors, or use suppliers as a go-between in obtaining agreements with competitors.
- If we are considered to be in a dominant position in one of our markets, then take additional care not to abuse our position. If we are in a dominant position, we **must not** abuse our position by charging unfair prices, imposing unfair terms of trade or refusing to supply existing customers without an objective reason.

